Prince Edward Island

Human Rights Commission

19th Annual Report

103-03173/

Prince Edward Island
Human Rights
Commission

Commission des droits
de la personne
de l'Île-du-Prince-Édouard

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October 9, 2002

The Honourable Jeffrey E. Lantz
Attorney General
Minister Responsible for the
Prince Edward Island Human Rights Commission
PO Box 2000
Charlottetown PE C1A 7N8

Dear Mr. Minister:

Re: Prince Edward Island Human Rights Commission 19th Fiscal Report

On behalf of the staff and Commissioners of the Prince Edward Island Human Rights Commission, I present the 19th Report for fiscal year ending March 31, 2002. This Annual Report includes the activities of the Commission, publications and the audited financial statements for fiscal year 2001-2002.

We submit this report to you for delivery to Her Majesty's Representative, the Lieutenant-Governor of Prince Edward Island.

Sincerely,

George S. Kells
Chairperson

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POWERS AND DUTIES OF THE COMMISSION

The Preamble to the Human Rights Act states that "*it is recognized that in Prince Edward Island as a fundamental principle that all persons are equal in dignity and human rights*".

Since the enactment of the Human Rights Act on September 11, 1976, the Prince Edward Island Human Rights Commission has been empowered to:

- administer and enforce the Act
- develop a program of public information and education in the field of human rights to forward the principle that every person is free and equal in dignity and rights.
- advise government on suggestions, recommendations and requests made by private organizations and individuals.
- report as required by the Minister on the business and activities of the Commission.
- consider, investigate or administer any matter or activity referred to the Commission by the Lieutenant Governor in Council or the Minister.

The Human Rights Act is deemed to prevail over all other laws of the Province.

REMARKS FROM THE CHAIRPERSON

On September 11, 2001, the Prince Edward Island Human Rights Commission, together with the Premier, Provincial Treasurer, and many friends and colleagues gathered in Charlottetown to celebrate the 25th Anniversary of the Commission. On the day of this important milestone the world learned of the terror attacks in New York, Washington, and in the skies over New England.

The horrific events of September 11, 2001, cast a pall over our celebration, but we were determined to proceed with our gathering to remember 25 years of human rights on the Island. Premier Binns shared with us his sorrow at the loss of his childhood friend Garnet "Ace" Bailey in one of the planes that crashed in New York. Everyone in attendance took the opportunity to express renewed commitment to the protection of individual rights in the face of the day's events.

I am grateful to my predecessors, Reverend James Kelly, Paul Mullin, Reverend Allan MacDonald and Reverend Leo Trainor who steered the Commission through its formative years. I also thank the people of Prince Edward Island who, through their elected representatives, have supported the Commission over the years and kept PEI in the forefront of human rights protections.

Advancement of individual rights through appropriate independent commissions can not be taken for granted. In December 2001, the Canadian Senate Standing Committee on Human Rights called for the strengthening of human rights commissions through adequate funding and appropriate mandate. We count on the continued support of the people of PEI to advance the rights first set out in Provincial statute in 1968.

The attacks of September 11, 2001, show the need to protect human rights. There can be no room for hatred or race-related intolerance, for they can lead only to unthinkable acts of violence. Twenty-five years ago Islanders showed a commitment to protect individual rights through legislative enactment. The work of the Commission, advanced through its former Commissioners and employees and assisted by the support of many Islanders, will bear fruit in the increased acceptance of differences between us.

Major General George S. Kells (Retired)

YEAR IN REVIEW

Twenty-fifth Anniversary of the Commission

Twenty-five years ago, the Prince Edward Island Human Rights Commission opened its first office in Charlottetown. The first Commissioners Reverend James Kelly, Chairperson, Bea Mair, a high school teacher, and Paul Mullin, a lawyer, had their first meeting days before the legislation creating the Commission was proclaimed law on September 11, 1976. On September 11, 2001, friends of the Commission marked the anniversary by gathering at the Delta Prince Edward Hotel to remember the Commission's humble beginnings and share our hopes for the future. The celebration was unintentionally a somber one - Bea Mair, an original Commissioner, had passed away the day before our scheduled celebration, and the full impact of the terror attacks in the United States were flooding the media on the evening we gathered to remember 25 years of human rights on the Island.

Despite the prospect of a more somber gathering than the one we had planned, we proceeded on the evening of the 11th of September. We felt it was particularly important to carry on with a remembrance of the creation of the Commission. Before her death, Bea Mair told us as we prepared for the celebration, "We knew we were pioneers; and it was so exciting to have people start showing up on the doorstep ..." Our celebration was an opportunity to nourish the pioneer spirit by renewing our commitment to the protection of human rights for the next 25 years.

To create a lasting record of the work of the Commission, we published "25 Years of Human Rights" in September 2001. Our written retrospective provides a summary of the activities of the Prince Edward Island Human Rights Commission gathered from original archival sources. Copies are available at the Commission.

Continuing Committee of Officials on Human Rights

The Continuing Committee is a forum for the coordination and exchange of information on the implementation of Canada's obligations under international human rights instruments. The Continuing Committee completed a review of its operations and

effectiveness in the Fall of 2001. One of the review recommendations was that Canadian Human Rights Commissions have a limited role at this meeting of Provincial and Territorial government representatives. As a result of the Report Recommendations, and in consultation with the Provincial Government, the Chair of the Commission stepped down as PEI's official representative on the Committee. The new official representative, Madelyn Driscoll, was appointed by Attorney General Jeffrey Lantz on March 22, 2002. Madelyn is a lawyer with the Department of the Attorney General. We look forward to working with her in the coordination of PEI's obligations under Canada'a international human rights treaty obligations.

Canadian Association of Statutory Human Rights Agencies (CASHRA)

The PEI Human Rights Commission is a member of CASHRA, an umbrella group representing all human rights commissions in Canada. CASHRA's main mandate has been to assist in the coordination of responses to domestic human rights issues common to all jurisdictions. CASHRA also lends support to an annual conference hosted by one of the Provincial Commissions. At its December 2001 meeting the CASHRA Executive agreed to engage Rémy Beauregard of Trepannier Beauregard to establish a permanent secretariat. We look forward to working with Mr. Beauregard, who has a wealth of experience in human rights administration as former Executive Director of the Ontario Human Rights Commission.

The Chair of the Commission and the Executive Director attended the annual CASHRA Conference hosted by the Yukon Human Rights Commission in Whitehorse, from May 28-30, 2001. The Conference, "Human Rights - Under One Sky" was well attended. On May 26-28, 2002, the Prince Edward Island Commission will host the CASHRA Conference at the Delta Prince Edward Hotel in Charlottetown. The Commission has hired a conference organizer to assist planning for our conference entitled "Human Rights at Work". Staff is currently dealing with the myriad details involved in planning a conference for 150 to 200 delegates and presenters.

Among the issues of particular importance to CASHRA is the independence and adequate funding of provincial Commissions. In May 2001, the Chief Commissioner of the British Columbia Commission was dismissed from her appointment amid a review of administrative tribunals in B.C. The summary dismissal of Mary Woo Sims and a proposal

by the B.C. Government to eliminate the B.C. Human Rights Commission is a cause of concern expressed during discussion of the role of statutory human rights agencies in Canada.

Government's Equity and Diversity Policy

The Commission has participated in an advisory capacity in the development of Government's proposed equity and diversity policy. Although still in development, the new policy promises to provide a framework for the hiring of more government employees who are visible minority, aboriginal or disabled. We look forward to the announcement of the policy planned for the spring of 2002.

Senate Standing Committee on Human Rights

On December 13, 2001, the Senate Committee on Human Rights issued its first detailed report entitled "Promises to Keep: Implementing Canada's Human Rights Obligations". The Report recommends that Canadian provinces and the Federal Government: conduct a human rights analysis of the new anit-terrorism and security measures; declare social condition a prohibited ground for discrimination; reinstate the practice of naming an ambassador to Canada's delegation at the UN Human Rights Commission; renew political attention by responsible ministers to the human rights agenda; comply with international obligations; establish a web site on human rights.

New Commissioner Appointed

On May 3, 2001, Angela Cormier was appointed as a Commissioner of the PEI Human Rights Commission. The appointment of Ms. Cormier fills the vacancy created when Ms. Louise Comeau's term expired. The Human Rights Act permits the appointment of up to nine Commissioners, who also have the authority under the Public Inquiries Act to preside and adjudicate at human rights hearings. Appointments are made by Executive Council for terms of up to three years upon the recommendation of the Standing Committee on Social Development. It has been the practice of the Standing Committee to make only three appointments in total. We welcome Ms. Cormier and value the experience she brings to the resolution of human rights complaints.

COMMISSIONER'S PROFILES

GEORGE S. KELLS, CHAIRPERSON
Stratford

George Kells was appointed Chairperson of the Prince Edward Island Human Rights Commission on February 12, 1997. Prior to his retirement from the Canadian Armed Forces in 1993, Major General Kells held a number of senior level positions. Those positions included Deputy Chief of Staff, Operations Central Region, Trenton, Ontario; Director General, Conditions of Service, National Defence Headquarters, Ottawa; Chief of Personnel Services, National Defence Headquarters, Ottawa; and Canadian Defence Attache, Washington, DC. Altogether, Mr. Kells has served in four Canadian provinces and five foreign countries.

As Chief of Personnel Services, Mr. Kells had direct experience in personnel services policy including the areas of compensation and benefits, conditions of service, employment of women, and family support. As Director General, Conditions of Service, his duties included monitoring personnel policies, and creating policy and procedures to deal with morale difficulties, equal opportunities, official languages, and sexual harassment.

A native of Fredericton, Prince Edward Island, Mr. Kells attended high school at Prince of Wales College and received his BA. in Commerce from the Royal Military College in Kingston, Ontario. Subsequent to his retirement, he was employed as the Canadian representative of an American consulting firm.

Since joining the Commission, Mr. Kells has attended administrative tribunal training sessions sponsored by the Atlantic Council of Administrative Tribunals. In 1998 he was appointed to the Board of the Council of Canadian Administrative Tribunals and is a member of the International Association of Official Human Rights Agencies (IAOHRA) and the Canadian Association of Statutory Human Rights Agencies (CASHRA).

RICHARD P. NOONAN, COMMISSIONER
Summerside

Dick Noonan was appointed Commissioner on February 12, 1997. A native of Summerside, Mr. Noonan is no stranger to the Commission, having served as Commissioner from 1985 to 1989. From 1990 to 1993, he served as a member of the Canadian Human Rights Tribunal.

In addition to previous experience at both provincial and national levels, Mr. Noonan has an extensive record of public service and experience in personnel matters. He served as Superintendent and Assistant Superintendent of Education in Regional Administrative Unit 2, Principal of Summerside High School and President of the Prince Edward Island Teachers Federation. Mr. Noonan started his education career of thirty-five years, as a teacher of Social Studies and English. Prior to that he served two years active service and five years reserve in the Royal Canadian Navy.

Mr. Noonan received his Bachelor of Arts (History and English) from St. Dunstan's University, a Bachelor of Education from St. Francis Xavier and a Certificate in Administration from University of New Brunswick. He later attended numerous school administration and professional development programs.

Since joining the Commission, Mr. Noonan has attended administrative tribunal training sessions in Halifax, sponsored by the Canadian Institute for the Administration of Justice.

LOUISE COMEAU, COMMISSIONER
Abram Village

Louise Comeau was appointed Commissioner on September 1, 1994. Ms. Comeau is the owner of the first 'Economuseum' on Prince Edward Island which includes a quilt manufacturing company called Les Creations Louise Comeau. Ms. Comeau is a member of the Board of Governors for Université de Ste. Anne and is currently the General Manager of the Baie Acadienne Development Corporation and a member of the Selection Committee of the Prince Edward Island Business Hall of Fame.

Ms. Comeau received her nursing education at the Nova Scotia Hospital in Dartmouth. She holds a Bachelor of Arts (French) from Université de St. Anne and a Master's Degree in Psychology from the Université de Moncton.

Since joining the Commission, Ms. Comeau has attended administrative tribunal training sessions in Halifax, sponsored by the Canadian Institute for Administration of Justice. Ms. Comeau's term as Commissioner expired in May 2001.

ANGELA CORMIER, COMMISSIONER
Cape Egmont

Angela Cormier was appointed Commissioner on May 3, 2001. Ms. Cormier is the sole proprietor of AcA Consultants Inc. She is fluent in both English and French. She received French Immersion training at Université of Moncton. Ms. Cormier has training in Business Management, Computerized Accounting, Multimedia, and Communication. She has a diploma in Adult Education and holds a Learning Manager Certification for Competency-Based Education.

Ms. Cormier is a board member of the Information Technologies Association of PEI. She is a former board member of the PEI Advisory Council on Status of Women, Evangeline Regional Services Centre, Association des femmes acadiennes et francophones de l'lle-du-Prince-Edouard and a former Charter Board member of East Prince Health Authority. Ms. Cormier was founder and facilitator of Evangeline Scouts, a member of the Advisory Committee for PEI Population Strategy, a member of the Advisory Committee for the restructuring of Health Services on PEI, and past president of Evangeline Home and School Association.

Since joining the Commission, Ms Cormier has attended Administrative Tribunal Training sessions in Ottawa sponsored by the Canadian Centre for Management Development.

Prince Edward Island Human Rights Commission
April 1, 2001 - March 31, 2002
Complaint Statistics

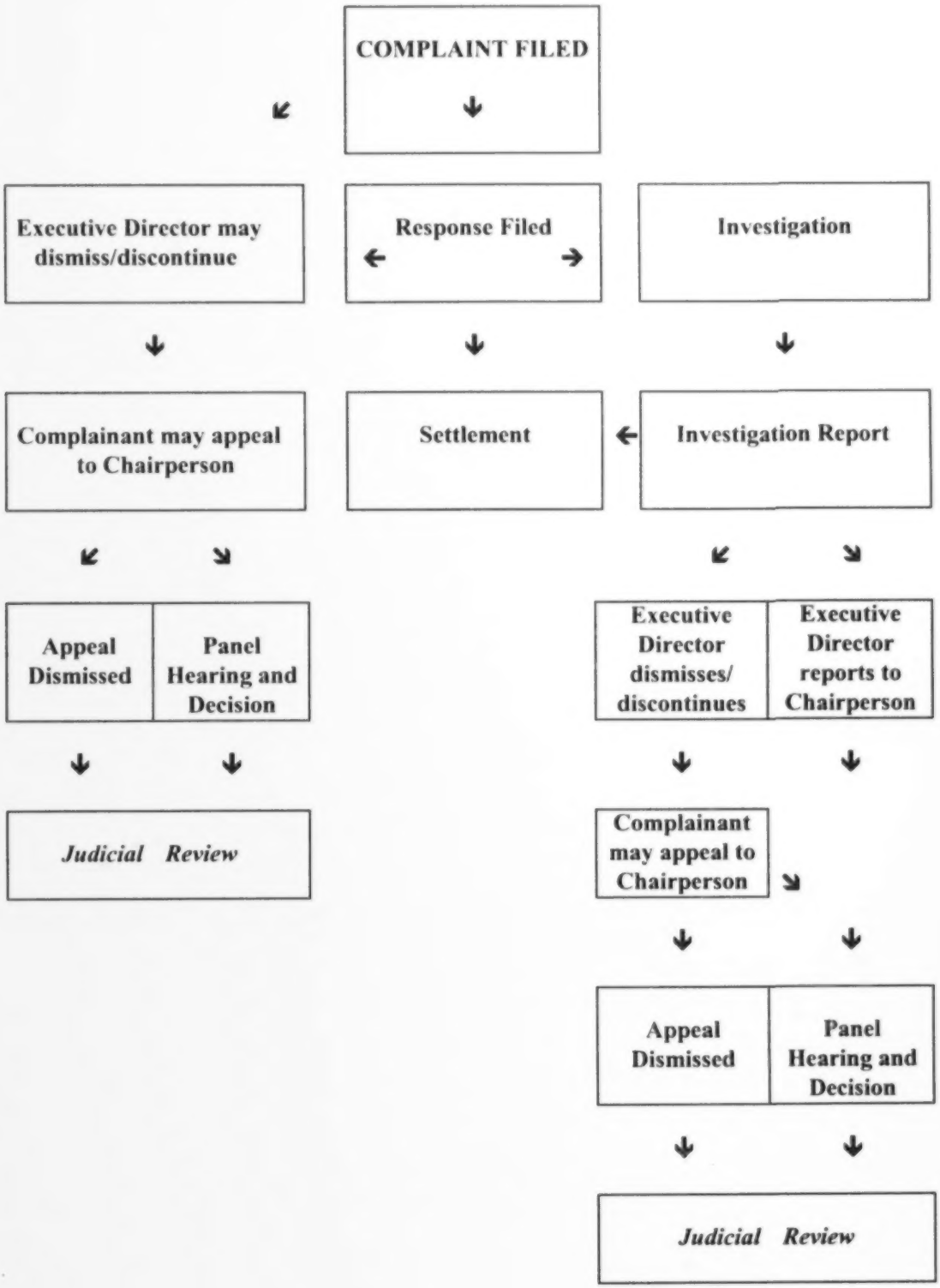
ACTIVE COMPLAINTS

Prohibited Grounds of Discrimination	Carried over from 2000-2001		New Complaints Filed 2001-2002		Total Active Complaints in 2001-2002	
	Employment	Other Areas	Employment	Other Areas	Employment	Other Areas
Age		1	2	2	2	3
Association			3		3	
Criminal Conviction	1		3	2	4	2
Ethnic, National Origin/Race/Colour	1	1	1	3	2	4
Family Status	1	2		1	1	3
Marital Status				2		2
Physical/ Mental Disability	9	6	11	7	20	13
Political Belief	6		2		8	
Religion/Creed			1		1	
Sex	4		1	2	5	2
Sex - Harassment	2		2		4	
Sex - Pregnancy	2		2		4	
Sexual Orientation	1	2	2		3	2
Source of Income				1		1
Complaint Filed on More Than 1 Ground			10	8	10	8
Sub Totals	27	12	40	28	67	40
Totals	39		68		107	

Prince Edward Island Human Rights Commission
April 1, 2001 - March 31, 2002
Complaint Statistics

YEAR'S ACTIVITY					
Prohibited Grounds of Discrimination					
	Settled	**Dismissed/Discontinued**	**Withdrawn**	**Panel**	**Unresolved as of March 31, 2002**
Age	1	2			2
Association					3
Criminal Conviction		3			3
Ethnic, National Origin/Race/Colour		5			2
Family Status	2	2			1
Marital Status		1			1
Physical/ Mental Disability	4	5	3	1	17
Political Belief	2	1			5
Religion/Creed		1			
Sex		2			3
Sex - Harassment		1			3
Sex - Pregnancy	2	1			1
Sexual Orientation	2	1			2
Source of Income					1
Complaint Filed on More Than 1 Ground	1	8			12
Totals	14	33	3	1	56

PEI HUMAN RIGHTS COMPLAINT PROCESS



COURT DECISIONS

I. NOEL AYANGMA V. FRENCH SCHOOL BOARD AND EASTERN SCHOOL BOARD

Noel Ayangma filed two complaints with the PEI Human Rights Commission in 1998, alleging that the French School Board and the Eastern School Board had discriminated against him in the matter of employment over a period of ten years on the basis of race, colour, ethnic/national origin and age. The PEI Commission delegated the responsibility to investigate and attempt settlement of the complaints to the New Brunswick Human Rights Commission, due to concerns regarding potential perceived bias. A Compliance Officer at the PEI Commission was then delegated the responsibility of determining whether the complaints should be forwarded to a panel hearing. The Compliance Officer dismissed the complaints and the Chairperson of the Commission upheld the dismissals, on appeal. The Complainant applied to the Supreme Court of Prince Edward Island for judicial review of the Chairperson's decision in each complaint.

French School Board

In *Ayangma* v. *Prince Edward Island (Human Rights Commission)* (2001), 201 Nfld. & P.E.I.R. 231 (S.C.T.D.), DesRoches J. ruled that the Executive Director of the PEI Human Rights Commission did have jurisdiction to delegate his authority to the New Brunswick Commission and to the Compliance Officer. DesRoches J. held that the Compliance Officer's decision to dismiss the complaint and the Chairperson's decision to uphold the dismissal were not unreasonable. The application was dismissed.

The Complainant appealed the trial decision. In *Ayangma* v. *Prince Edward Island (Human Rights Commission)* (2002), 210 Nfld. & P.E.I.R. 266, the Court of Appeal held that there was sufficient evidence to establish a prima facie case of discrimination and that the Compliance Officer had erred in not recommending a panel hearing of the complaint. The Court directed the Commission to establish a panel of inquiry, but limited the inquiry to allegations that occurred within the one-year limitation period preceding the filing of the complaint.

[A panel of inquiry is currently conducting a hearing into this complaint]

Eastern School Board

In *Ayangma* v. *Prince Edward Island (Human Rights Commission)* (2001), 205 Nfld. & P.E.I.R. 231 (S.C.T.D.), Jenkins J. ruled that the circumstances of this case raised a reasonable apprehension that the PEI Commission was biased in this matter. Therefore, the PEI Commission should not have re-involved itself in the complaint following the NB Commission's investigation. Jenkins J. nullified the actions of the PEI Compliance Officer and referred the complaint back to the NB Commission to determine whether the complaint should proceed to a panel hearing.

In *Ayangma* v. *Prince Edward Island (Human Rights Commission)* (2001), 208 Nfld. & P.E.I.R. 318 (S.C.T.D.), the Complainant applied for an order of contempt against the Eastern School Board, two PEI government lawyers, the PEI Human Rights Commission, the New Brunswick Human Rights Commission and two of its employees. He also applied for an order of injunction to prevent the NB Commission from dealing with his human rights complaint and an order of mandamus compelling the PEI Commission to hold a hearing into his complaint. Jenkins J. dismissed the Complainant's applications but awarded him costs for disbursements due to the reasonableness of his application in the face of actions taken by counsel for the Eastern School Board.

[The New Brunswick Human Rights Commission is currently considering this complaint.]

II. GAEL MATHESON V. THE PRESBYTERY OF PRINCE EDWARD ISLAND AND MURRAY HARBOUR NORTH PRESBYTERIAN CHARGE

Gael Matheson filed a complaint with the PEI Human Right Commission in 1998 alleging that the Presbytery of Prince Edward Island and the Murray Habour North Presbyterian Charge had discriminated against her in the matter of employment on the basis of sex. The Executive Director of the Commission dismissed her complaint on the grounds that it was filed outside the one-year limitation period specified in the Human Rights Act. The Chairperson of the Commission upheld the dismissal on appeal. The Complainant applied to the Supreme Court of Prince Edward Island for judicial review of the Chairperson's decision.

In *Matheson* v. *Presbytery of Prince Edward Island* (2001), 15 C.C.E.L. (3d) 128 (S.C.T.D.), the Complainant submitted that the alleged discrimination was of a continuing nature and included allegations that fell within the one-year limitation period. In her judgement, Matheson J. distinguished between continuing contravention of the Act and continuing repercussions of a contravention of the Act. She held that the Chairperson erred when he did not inquire into the alleged reprisals the Complainant referred to in her appeal. Matheson J. referred the matter back to the Chairperson for further review.

[The Chairperson considered further submissions from the Complainant regarding alleged reprisals and directed that no further action be taken on the complaint. The Complainant has applied to the Supreme Court of Prince Edward Island for judicial review.]

SETTLEMENTS

The following are examples of some of the human rights complaints that were settled during the 2001-2002 fiscal year:

Age

Case 1: Volunteering

The complainant was a long time member and officer of a volunteer fire department. The respondent municipality relieved the complainant of his duties in accordance with a municipal bylaw that restricted the maximum age of officers to sixty years. The complainant filed a human rights complaint alleging that the municipality had discriminated against him on the basis of age contrary to section 10 of the Act, which prohibits discrimination against volunteers carrying out a public function. In a settlement reached by the parties, the respondent agreed to pay to the complainant compensation for general damages and lost honorariums, reinstate the complainant to his position within the fire department, and repeal the maximum age clause in the bylaw.

Disability

Case 2: Accommodations

The complainants were members of a group of mentally challenged persons and their assistants vacationing on PEI. When the group arrived at their place of accommodation, which they had booked in advance, they were asked to leave the premises. The complainants filed a human rights complaint against the tourist operators alleging that they had been discriminated against in the matter of accommodations on the basis of mental disability. The respondents maintained that they took the action they did because the group was not as they expected and they had safety concerns. In a settlement reached by the parties, the respondents agreed to pay general damages to each member of the group who had a mental disability.

Case 3: Services

The complainant has a physical disability that requires him to use a wheelchair or cane for mobility. He attended a local service station to fill a barbecue propane tank and was unable to go inside the station to pay because it was not accessible. He then had difficulty getting the attention of the gas pump attendant to take his payment. The complainant filed a human rights complaint against the station operator alleging that he had been discriminated against in the provision of services on the basis of a disability. In a settlement reached by the parties, the respondent agreed to install an access ramp and an automatic door opening system at the station and pay to the complainant compensation for general damages, in the form of a credit to his account.

Case 4: Employment

The complainant had a heart attack and was on sick leave from his employment. After 90 days of leave, he was demoted from full time permanent status to a casual list, in accordance with a company policy. The complainant filed a human rights complaint against his employer alleging that he had been discriminated against in employment on the basis of a disability. In a settlement reached by the parties, the respondent paid to the complainant compensation for general damages and agreed to amend the sick leave policy.

Family Status

Case 5: Services

The complainant called a local pub/restaurant to make a dinner reservation for four adults and her two-year old child. She requested a highchair or booster seat, but was told that the pub/restaurant did not have either. The complainant was then informed that the pub/restaurant could not take her reservation because it was not equipped to handle children. The complainant filed a human rights complaint alleging that the pub/restaurant discriminated against her on the basis of family status. In a settlement reached by the parties, the respondent provided the complainant with a letter of apology.

Case 6: Employment

The complainant applied for a position with a municipality. She was informed that the municipality could not consider her for employment because it employed one of her parents. The municipality had a policy that prohibited parents and children from working in the same department. The complainant filed a complaint alleging that the municipality discriminated against her on the basis of family status. In a settlement reached by the parties, the respondent paid the complainant compensation for general damages and agreed not to apply the policy in question to future hiring.

Political Belief

Case 7: Employment

The complainant had a contract for service with a corporation. The complainant filed a human rights complaint alleging that the corporation discriminated against him in the matter of employment on the basis of political belief when his contract was not renewed following the 1996 provincial election. The complainant was a member and active supporter of the opposition party. In a settlement reached by the parties, the respondent paid to the complainant compensation for general damages.

PUBLICATIONS

The following is a list of publications that are available to the public free of charge from:

- Prince Edward Island Human Rights Commission
- Community Legal Information Association of Prince Edward Island, Inc. (CLIA)
  Sullivan Building, Fitzroy Entrance, PO Box 1207, Charlottetown PE C1A 7M8
  902-892-0853. Toll-free: 1-800-240-9798

~ PEI Human Rights Commission Information Kit (also available on line)

~ Know Your Rights in Prince Edward Island

~ Guide to the Complaint Process (also available online)

~ Policies (Administrative)

~ Guidelines for Advertisers

~ Canadian Prohibited Grounds of Discrimination: Employment and Provision of Goods, Services, Facilities and Accommodation

~ Sexual Harassment Policy Statement

~ Fact Sheets: Pre and Post Employment Inquiries (application forms & interviews)

~ Fact Sheet: Rights of Employees and Employers

~ Bookmarks and Posters

PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION

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COMMISSIONERS

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Chairperson

Richard Noonan
Commissioner

Louise Comeau
Commissioner

Angela Cormier
Commissioner

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howardg@isn.net

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lbuell@isn.net

Janet Christian-Campbell
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Patricia M. Butler
Education Officer
pbutler@isn.net

AUDITOR GENERAL

CHARLOTTETOWN

PRINCE EDWARD ISLAND

PRINCE EDWARD ISLAND

HUMAN RIGHTS COMMISSION

FINANCIAL STATEMENTS

MARCH 31, 2002

AUDITOR GENERAL

CHARLOTTETOWN

PRINCE EDWARD ISLAND

AUDITOR'S REPORT

To the Commissioners of the
Prince Edward Island Human Rights Commission

I have audited the balance sheet of the Prince Edward Island Human Rights Commission as at March 31, 2002 and the statements of revenue, expenditure, and equity and cash flows for the year then ended. These financial statements are the responsibility of the Commission's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Commission as at March 31, 2002 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

J. Wayne Murphy, FCA
Auditor General

Charlottetown, Prince Edward Island
April 19, 2002

STATEMENT 1

PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION

BALANCE SHEET

AS AT MARCH 31, 2002

	2002	2001
ASSETS		
Current Assets		
Cash	$20,252	$ 3,640
Accounts receivable	383	1,623
Prepaids	2,873	10,596
	$23,508	$15,859
LIABILITIES AND EQUITY		
Current Liabilities		
Accounts payable	$19,860	$ 2,586
Surplus - Statement 2	3,648	13,273
	$23,508	$15,859

(The accompanying notes are an integral part of these financial statements.)

SIGNED ON BEHALF OF THE COMMISSION:

COMMISSIONER: _____

COMMISSIONER: _____

PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION

STATEMENT OF REVENUE, EXPENDITURE, AND EQUITY

FOR THE YEAR ENDED MARCH 31, 2002

	2002	2001
Revenue		
Province of P.E.I. - Grant	$306,200	$306,200
Miscellaneous	-	500
	306,200	306,700
Expenditures		
Bank charges	28	36
CASHRA conference - Note 6	10,272	7,532
Cleaning	3,460	2,874
Commissioners' honoraria and expenses	26,228	15,857
Furniture and equipment	4,239	5,780
Memberships and conferences	12,074	10,152
Miscellaneous	1,646	3,024
Office materials and supplies	4,593	3,921
Photocopying	3,458	9,620
Rent	17,500	17,500
Salaries and benefits	219,108	202,277
Snow removal	1,150	1,645
Staff travel	7,160	9,077
Telephone	4,909	5,262
	315,825	294,557
Net income (loss) for the year	(9,625)	12,143
Surplus at beginning of year	13,273	1,130
Surplus at end of year	$ 3,648	$ 13,273

(The accompanying notes are an integral part of these financial statements.)

STATEMENT 3

PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED MARCH 31, 2002

	2002	2001
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash received from Province of PEI for operations	$306,200	$306,200
Cash received from other sources for operations	-	500
Cash paid for salaries and benefits	(219,108)	(202,277)
Cash paid for materials and services	(70,480)	(102,348)
Net increase in cash	16,612	2,075
Cash, beginning of year	3,640	1,565
Cash, end of year	$ 20,252	$ 3,640

(The accompanying notes are an integral part of these financial statements.)

PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2002

1. Purpose of the Organization

The P.E.I. Human Rights Commission is a corporate body which is responsible for administering and enforcing the provincial Human Rights Act. The Commission provides education and public information in the field of human rights. The Commission also inquires into and endeavours to effect a settlement of any complaint of a violation of the Human Rights Act filed with the Commission as prescribed by the Act.

2. Significant Accounting Policies

A) Basis of presentation

These statements were prepared in accordance with Canadian generally accepted accounting principles for non-profit organizations, with office equipment, furniture and computer software expensed in the year purchased.

B) Certain 2001 financial statements figures have been restated to conform with the current year's presentation

3. Funds Disbursed In Trust

During the year the Province of Prince Edward Island paid out $Nil (2001 - $30,956) to settle political belief complaints. The entire amount was disbursed through the P.E.I. Human Rights Commission to individual complainants or to legal counsel acting on the complainants' behalf.

4. Provincial Appropriations

Legal fees for the year ended March 31, 2002 totalling $3,136 (2001 - $3,266) were paid on the Commission's behalf by the Province of Prince Edward Island through the Office of the Attorney General. These fees are not included in Statement 2.

5. Lease Commitment

The Commission entered into a five-year operating lease for its office premises, covering the period from April 1, 1999 to March 31, 2004. The lease payments are set at $17,500 per annum for each of the five years.

PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2002

6. CASHRA Conference

The Prince Edward Island Human Rights Commission is hosting a Conference of the Canadian Association of Statutory Human Rights Agencies (CASHRA) May 26 to May 28, 2002. Conference expenses paid by the Commission consisted of the following:

	2002	2001
Management Fees	$ 9,000	$6,000
Meeting Expenses	219	1,112
Office Supplies	215	420
Postage	159	-
Advertising	550	-
Miscellaneous	129	-
	$10,272	$7,532

Prince Edward Island
Human Rights Commission

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